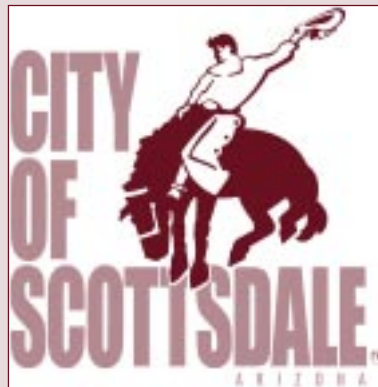


*The City of
Scottsdale,
Arizona
Is Seeking An
Experienced
Engineering
Executive To
Serve As
City Engineer/
Capital Project
Administrator*



THE COMMUNITY

Scottsdale, Arizona, is renowned as one of the most livable cities in the country and widely recognized as an outstanding community in which to live, work, and raise a family. It is also a community of remarkable contrasts. Famous as a resort destination nestled in the splendor of the Sonoran Desert, it is also a working city that draws employees from around the Phoenix metro area and is home to several progressive corporations and businesses. It combines a casual Southwestern style with a sophisticated arts community.

Scottsdale remained a small town from its founding in 1888 until it was incorporated as a city in 1951. Like much of the Phoenix metropolitan area, it has seen periods of intense growth during the post-World War II years. In the 1990s, Scottsdale embarked on an ambitious program to set aside a third of the City – nearly 60 of the City’s 184.5 square miles, as untouched desert open space.

Growth and preservation have brought the city to an historic transition point: available land for the type of large-scale, planned community development that has characterized development since the 1970s is nearly gone. Growth is slowing and attention is now shifting to high quality infill and revitalization projects that are compatible with adjacent neighborhoods and the City Council’s paramount consideration for “quality of life” for residents and visitors.

The City’s ability to manage its growth, build a sustainable economy, maintain its mature areas, and fund desert preservation stems from a tradition of citizen involvement and long-range planning in city government and the community. Scottsdale’s “visioning” programs date from the early 1960s and produced Arizona’s first general plan.

Scottsdale’s integrated strengths in quality of life, community involvement, economic development, and overall citizen satisfaction are just some of the reasons that the City is regularly cited in surveys and competitions as an outstanding place to live, raise a family, conduct business and visit on business or pleasure. Please visit www.scottsdaleaz.gov for more information on the City of Scottsdale.

CITY GOVERNMENT

Scottsdale City government is a full-service Charter municipality that operates under the council/manager form of government. The Mayor and six Council members comprise the elected leadership, and are responsible for appointing six Charter Officers, the City Attorney, City Auditor, City Clerk, City Judge, City Manager, and City Treasurer. The City Council also appoints citizen volunteers to participate on over two dozen advisory boards and commissions.

The City Council has established and recently updated the following Mission and Goals to reflect the priorities of the City Council, shape the budget and guide strategic planning and performance in all departments.

Mission: *It is the mission of the City of Scottsdale to build citizen trust by fostering/ practicing open, accountable, and responsive government; to provide quality services; to provide long-term prosperity; to preserve Scottsdale’s unique southwestern character; to plan and manage growth in harmony with its desert surroundings; and to promote livability by enhancing and protecting its neighborhoods. Quality of life for residents and visitors shall be the paramount consideration.*

City Council Goals

- **Neighborhoods.** Enhance and protect a diverse, family-oriented community where neighborhoods are safe, protected from adverse impacts, and well maintained.
- **Preservation.** Preserve the character and environment of Scottsdale.
- **Transportation.** Provide for the safe, efficient and affordable movement of people and goods.
- **Economy.** Position Scottsdale for short and long-term economic prosperity by stabilizing, promoting, strengthening, stimulating, expanding and diversifying our economic resources.
- **Fiscal and Resource Management.** Ensure Scottsdale is fiscally responsible and fair in its management of taxpayer money and city assets, and coordinates land use and infrastructure planning within the context of financial demands and available resources.
- **Open and Responsive Government.** Make government accessible, responsive and accountable so that pragmatic decisions reflect community input and expectations.

The City of Scottsdale is a values-driven organization with over 2,200 employees who take pride in delivering high quality public services. Consistent with the City Council’s mission and goals, city employees have established the following employee values to characterize the “Scottsdale way of doing things”:

- Plan and Innovate for the Future
- Listen, Communicate, Take Action
- Respect the Individual
- Collaborate as a Team

- Learn and Grow Continuously
- Focus on Quality Customer Service
- Be Accountable and Act with Integrity
- Show Caring and Compassion for Others

The City of Scottsdale is widely recognized as an outstanding organization, with a rich tradition of innovation and excellence in public services. Citizen satisfaction with City services has ranged from 94 – 98% in annual random surveys the past five years.

CITY ENGINEERING / CAPITAL PROJECT DIVISION

This operating division was established to manage all activities relating to the design, land/right-of-way acquisition, and construction of all approved and funded projects within the City's Capital Improvement Program (CIP). Thirty-one employees make up the Capital Project Management staff, which consists of Project Managers, who take responsibility for each CIP project's schedule and budget, Right of Way Agents, Construction Coordinators, Inspectors, and Technicians. The CPM staff selects the consultants, coordinates public involvement, reviews project plans, coordinates public bidding of construction contracts, and manages the construction of all capital projects.

The City's CIP includes water/sewer, street, park, fire, and police stations, and other municipal facilities. Program objectives include:

- Adjust the capital improvement project process to incorporate the new Bond 2000 projects with the ongoing capital improvement program
- Maintain and continue to enhance the City's real property management system
- Acquire property and right-of-way in a cost effective and least disruptive manner
- Monitor capital project costs for ways to achieve savings
- Keep construction projects on schedule
- Protect the City's assets and put them to their best possible use

This critical division reflects the community's vision by creating a quality built, public environment, through excellence in design, construction, and property management.

CAPITAL IMPROVEMENTS

The City's CIP reflects a dramatic investment in the City's infrastructure. The CPM division includes a current operating budget of \$3.8 million and projected five-year expenditures of \$1.2 billion from approximately 200 capital improvement projects. The CIP anticipates major investments in a water treatment plant, libraries, parks, police facility, street improvements, and drainage.

PRIORITIES FOR THE NEW CITY ENGINEER/CAPITAL PROJECT ADMINISTRATOR

In preparation for recruitment of a new City Engineer/Capital Project Administrator, the City identified the following expectations of the successful candidate.

Implementation of the CIP

The primary focus of the new City Engineer/Capital Project Administrator will be the responsibility for implementation of an ambitious capital improvement program. This effort will require the City Engineer/Capital Project Administrator to unify the division's staff around this opportunity by clarifying the division's vision, core services, and project delivery systems. Timely, effective delivery of quality projects is a high priority organizational goal. The City Engineer/Capital Project Administrator will work closely with the General Manager for Municipal Services to implement the program.

Organization Development

The opportunities and challenges facing the Division are consistent with the size of the capital program. The City Engineer/Capital Project Administrator will be expected to build the organization's capacity to deliver projects and respond in a timely fashion. Particular opportunities include recruitment, development and retention of staff, and the implementation of state-of-the-art project management systems.

Customer Relations

The new City Engineer/Capital Project Administrator will need to focus on enhancing and maintaining effective working relationships with all the Division's customers. Particular emphasis needs to be placed on building strategic partnerships with other departments. Project delivery needs to have a strong neighborhood focus, meeting community needs and expectations.

Advisor

The City Engineer/Capital Project Administrator is expected to serve as a consultant and advisor to the executive staff. This role is an extremely important one and must be assumed with competence, judgment, and sensitivity.

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IDEAL CANDIDATE

The ideal candidate is a sophisticated results driven, engineering executive who has exceptional leadership, communication, and interpersonal skills and possesses broad experience in all areas of civil engineering and project delivery, with particular expertise in the development and implementation of a complex, large CIP. In addition, candidates should have a proven track record of innovation/creativity, and building strong relationships with elected officials, City staff, the community, and regional agencies. A bachelor's degree in civil engineering or a related field is required. The successful candidate must be registered as a Civil Engineer in the State of Arizona, or must complete the necessary requirements to transfer his/her registration from another state.

Leadership and Management Style:

The City is searching for a City Engineer/Capital Project Administrator with the following leadership and management characteristics.

- Ability to balance visionary leadership with hands-on management.
- Decisive once input has been received and viewpoints are known and understood.
- Ability to develop a strong, results-oriented team.
- Committed to developing an effective working relationship with other city management staff, advisory and support groups, and city leaders.
- Ability to find commonality of interests among divergent views and priorities.
- Committed to a collaborative working style with staff and assisting them to reach their potential.
- Analytical with a willingness to develop collaborative relationships.
- Ability to facilitate public meetings and make strong citizen-friendly presentations.

Competencies and Personal Characteristics:

- High degree of personal and professional ethics.
- Open and accessible with consensus-building skills.
- Fair, unbiased, compassionate, and a good listener.
- Politically astute and able to establish trust with the City Council, other city departments and the public.
- Willing to take risks and attempt innovative solutions.
- Flexible, unbiased, compassionate and have a high level of integrity.
- An appreciation of, and sensitivity to, the City's rich multi-cultural, diverse environment.

COMPENSATION AND BENEFITS

Salary will be highly competitive and negotiable. The City provides an attractive compensation and benefits package including:

- Voluntary ICMA Deferred Compensation
- Retirement (Arizona State Retirement System)
- Fifteen Days of vacation annually
- Nine Holidays plus one floating holiday annually
- Twelve Days of medical leave annually
- City paid Life Insurance
- Health Insurance
- Dental Care
- Long Term Disability coverage
- Superior Performance Awards

APPLICATION AND SELECTION PROCESS

For additional information regarding this opportunity or to apply, please submit a cover letter with current salary, resume, and list of three work-related references to:



John Shannon or Kris Kristensen
Shannon Executive Search
241 Lathrop Way
Sacramento, CA 95815
(916) 263-1401, Fax (916) 561-7205
Email: resumes@cps.ca.gov
Website: www.cps.ca.gov/shannon

Position is Open Until Filled

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed qualified will be reported to the City. A final interview process will then be scheduled for selected candidates.

The City of Scottsdale is an Equal Opportunity Employer and values diversity at all levels of its workforce!